

### **Advice from a Head Start Director**

Venetia Peacock: If you're going to implement a good governance system, I think the first thing you have to do is understand the culture of the organization that you're walking into, because they're very different. And depending on what that culture is, you have to figure out what are their strengths and start to build from there. Because if you're dealing with an LEA or an elected board, versus a volunteer board or a community action board, it's relevant.

Everything is relevant and the culture of the organization, how they, what is the culture of Head Start? Is it ingrained in the organization? But understanding that piece and then begin to have individual relationships and communication with both the people who are already on Policy Council and the people who are already a part of the governance body. And then you'll begin to get information that will help you figure out what the next step is. I wish it was an easy ABC, 1, 2, 3, but I think it's all about assessing and then figuring out what those steps need to be.